

ATO Service Area Restructuring Employee Briefings

**Tony Roetzel
Barry Boshnack
ATO Transition Team
April 2006**



Why Are We Here?

Today's briefing will be presented in three parts:

- Transition Update**
- Benefits and Retirement**
- Permanent Change of Station (PCS)**

There will be time to answer questions during each briefing.

Note: NATCA and PASS have requested to bargain the impact of the ATO Service Area restructuring. The results of this activity may change some of the information presented today.



Plan Overview



The ATO Transition Plan is Divided into 3 Phases

- **Phase 1**
Standing up the ATO
- **Phase 2**
Restructuring service areas and realigning administrative and support functions into 3 Service Centers
- **Phase 3**
Process reengineering



Positions Will Be Relocated into Three Area Offices

Northwest Mountain (ANM)

 **Seattle**

Western

Central

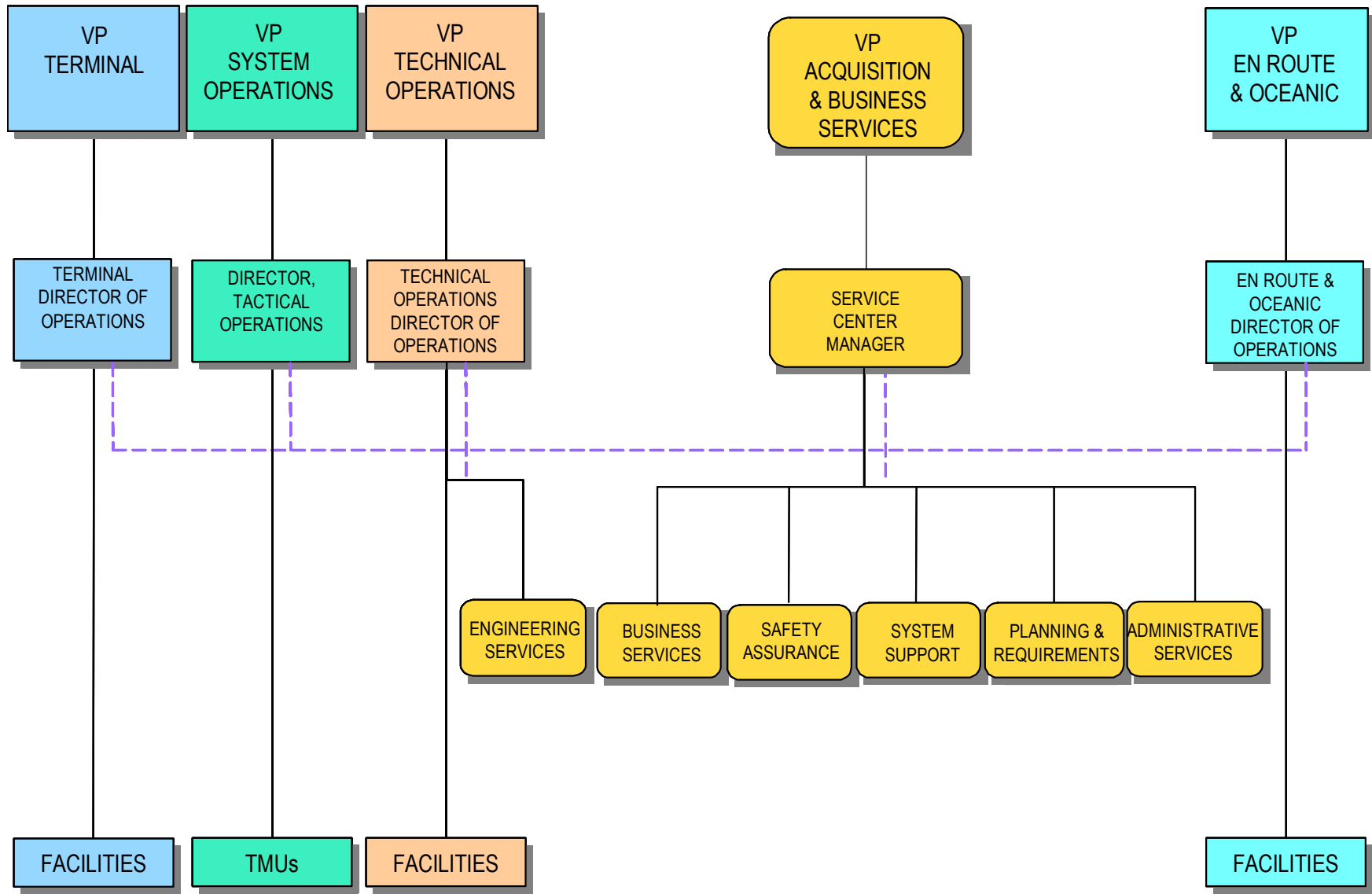
Eastern

**Southern
(ASO)
Atlanta**

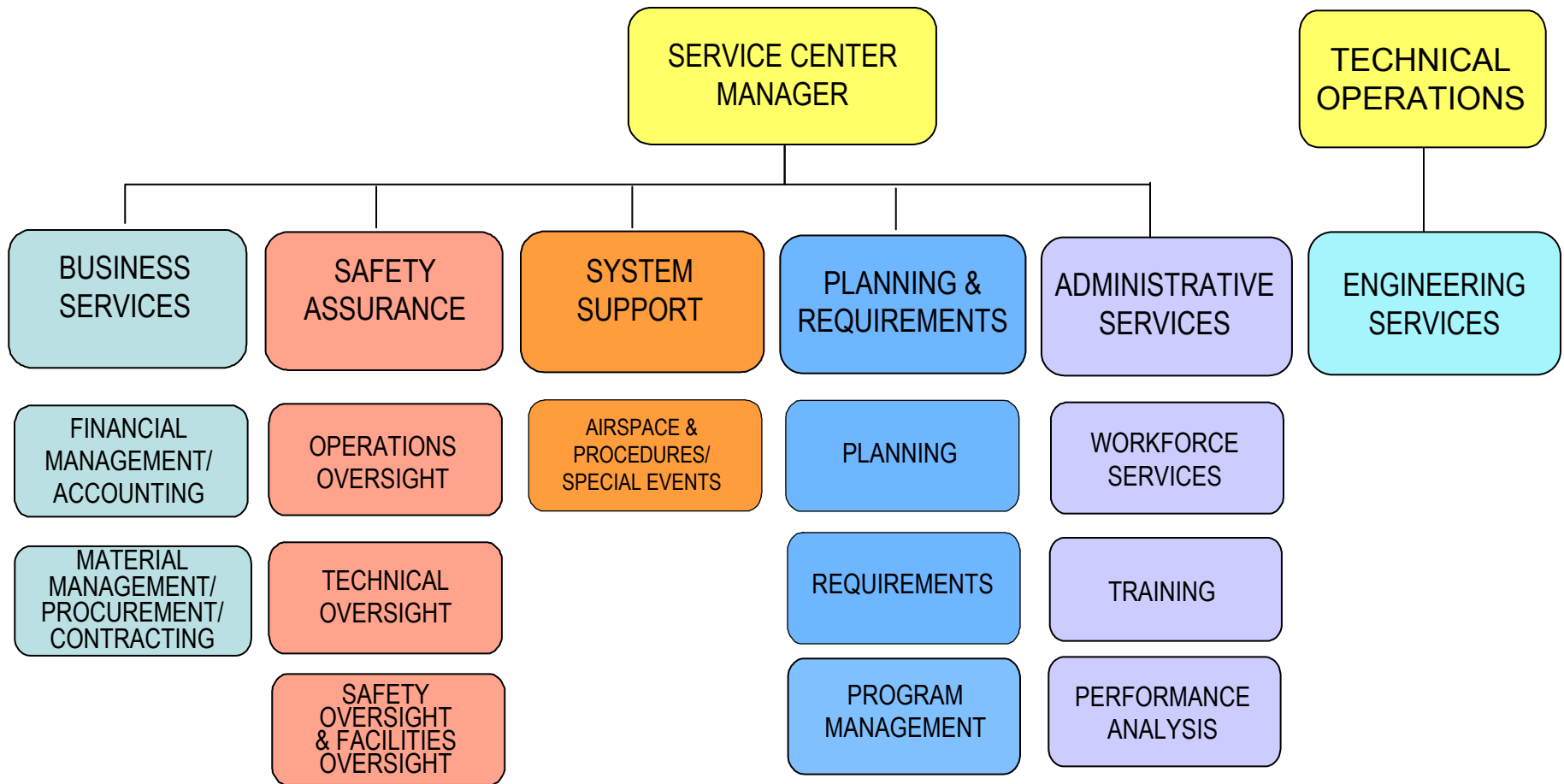

**Southwest (ASW)
Fort Worth**

KEY: 
Service Area Office

Service Area Office Structure



Stand Up Service Center Org Structure



What's Next?

- **Establish Service Center Leadership**
- **Advertise Vacancies**
- **Administrative Reassignments**
- **In-place Standup (June 26)**



Establish Service Center Leadership

- **The Service Center Manager positions were advertised and selections are imminent.**
- **The Service Center Group Manager positions have been advertised, and close in mid-April.**
- **These managers are expected to be in place for the standup of the Service Centers.**



Advertise Vacancies

- **Vacancies in the local area will be advertised beginning in April.**
- **An Employee Information Center is being established to identify potential opportunities for employees in the local commuting areas.**
- **Projected Vacancies in the Service Centers will be advertised beginning in April.**
Vacancies will be advertised in two ways:
 - Area of consideration limited to ATO area office personnel in the six affected regions, with full PCS.
 - Area of consideration open to all sources, no PCS.



Administrative Reassignments

- **Personnel will be administratively reassigned to the Service Center in the service area in which they are located.**
- **Employees will receive their reassignment at least 90 days prior to their report date. Reassignments will be in phases based on Group assignments and logistical issues.**
- **Permanent Change of station (PCS) benefits will be provided, including the Home Sale Program.**
- **All employee relocations are planned to take place between June and December 2006.**



In Place Standup

- **On June 26, 2006 we will standup in-place the new organization:**
 - Leadership will be in place for the Service Centers.
 - Management structure will be aligned with intact groups.
 - Employees will continue to perform their same duties in their current location.
- **Employees will be notified of their Service Center Group and Team in advance of the standup**
- **We will then begin the process of collapsing these functions/positions from 9 locations to three locations**
- **Detailed briefings on this topic will take place in May.**



Service Area Transition Timeline

- ☑ • **December 6-9, 2005**
 - Announcement/Structure/Implementation Briefings
- ☑ • **January - April, 2006**
 - Voluntary Early Retirement offered
- ☑ • **February 6-10, 2006**
 - Brief Unions
- ☑ • **March 2006**
 - Notify affected employees by letter
- **April 2006**
 - Brief Affected Employees on Benefits and PCS Rules
 - Begin issuing administrative reassignments
- **June 2006**
 - **In-Place Standup**
 - Employee Moves Begin*
- **December 2006**
 - Employee Moves Completed



Questions?



Other things to Cover:

1. VERA Extension (if approved)

